



## VARIANCES TO STANDARDS APPLICATION

### Renewal Application (three years)

**Purpose:** [ARM 10.55.604\(4\)](#) "Following the second year of implementation of a variance to standards, the school district shall provide evidence to the Superintendent of Public Instruction that the methods selected by the district implement, meet, or exceed results that could have been achieved under established standards."

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**DUE DATE:**

First Monday in March

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**COUNTY:** Lake County

**DISTRICT:** School District #28

**LIST EACH SCHOOL THAT IS REQUESTING THE VARIANCE:** St. Ignatius Middle School

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1. **Standard(s) for which a variance is requested, e.g., 10.55.709. If there is a program delivery standard, be sure to list it as well, e.g., 10.55.1801.**  
10.55.709 Library Media Services  
10.55.1801 Library Media Program Delivery Standards
2. **Provide evidence that local community stakeholders were involved in the consideration and development of the proposed renewal variance application. Community stakeholder groups include parents, community members, and students as applicable.**  
Oct. 12, 2016 Indian Education Committee was presented and discussion of our Annual District Goals and Report Card with evidence of plans, data, curriculum as well as reading goals that are included in the Standard Variance Application. Community members, Parents and Students were include in this meeting. Oct. 25, 2016 Tribal Council was presented our Annual District Goals and Report Card with evidence of plans, data, curriculum as well as reading goals that are included in the Standard Variance Application. Oct. 28, 2016 Community Breakfast was presented and discussed the Annual Goals and Standards that were set up in both our Strategic Plan and Annual goals that will be attached. July 7, 2016 Board, Community Members, Staff met to set our Annual Goals as they apply to the District Strategic Plan and Standard Deviation. (Both will be included) August 26, 2016 Annual Data Day with Staff and Community members were we set Annual MAP goals for Standards and Standard Deviation. Community Library Collaboration Agreement includes





community members and city council input into the planning and implementation of the variance application.

3. **Provide evidence local school stakeholders were involved in the consideration and development of the proposed renewal variance application. School stakeholder groups include trustees, administrators, teachers and classified school staff.**

Oct. 28, 2016 Community Breakfast was presented and discussed the Annual Goals and Standards that were set up in both our Strategic Plan and Annual goals that will be attached. July 7, 2016 Board, Community Members, Staff met to set our Annual Goals as they apply to the District Strategic Plan and Standard Deviation. (Both will be included) August 26, 2016 Annual Data Day with Staff and Community members were we set Annual MAP goals for Standards and Standard Deviation. Community Library Collaboration Agreement includes community members and city council input into the planning and implementation of the variance application. January 17<sup>th</sup> the board reviewed the variance application and plan and approved the plan. (Included)

4. **Attach Board of Trustee meeting minutes that show the Board of Trustees approved the application for a renewal variance at an official, properly noticed meeting.**

5. **Reflection upon initial variance:**

- a. **Describe the specific measurable objectives that were listed in the initial variance application that demonstrated how the proposed variance was to meet or exceed the results under the current standard(s).**

Reading and Language Usage Outcome benchmarks will be improved by a percentage to be identified and targeted by the board and staff at the beginning of each year. We have continued this data collection, goal setting and accountability system in our school. Latest data collection and goal setting was done August 26, 2016 with all stakeholders in the district. Example of data collected and goal setting for this year: Grade Four:

**Math:**

☐ Growth Target Goal For Math: 68%

☐ Proficient or Advanced: 70%

**Reading:**

☐ Growth Target Goal for Reading: 68%

☐ Proficient or Advanced: 70%

**Language Arts:**

☐ Growth Target Goal for Language Arts: 60%

☐ Proficient or Advanced: 60%

**Science:**

☐ Growth Target Goal for Science: 70%

(School Data Results Included)



- b. Provide a summary of the evidence or data gathered to demonstrate that the initial variance meets or exceeds results that could have been achieved under the established standard.**

Included is the Growth Target summary as well as the Proficient and Advance summary that is collected annually. We will also include the Achievement Gap Data that will show we are closing and exceeding the gap for Native Americans. Our district was honored in 2016 with the 7<sup>th</sup> Generation Award for Academic Achievement Improvements from OPI as well as a the "Rilla" award for our data improvements from Silverback Learning. We are a Montana Behavioral Initiative (MBI) "Gold" School in the Elementary, Middle and High School. Administrative Walk Throughs are being used to provide feedback to the certified librarian in the domains of: Planning and Preparation, Classroom Environment, Instruction and Professional Responsibilities. We continue to maintain and review quarterly the accurate numbers of library usage from students. (MAP DATA Included)

- c. After reflection on the initial variance, describe any adjustments that need to be made to meet the specific needs of the students in the school(s).**

We have set an Annual goal: Emphasize district resources to ensure that every student can read by 3rd grade with 80% or above Proficient. (Include Library Variance to enhance and compliment this goal.) The library usage and gathering of information from students has become much more technical; students gather facts and information for the web way more than books. This transition and use of the library will mean changes that will need to change our protocols and library systems in the near future. Technology and proper use of electronics will be the focus and future of Library Science and exploration of the role of instruction and standards will change to meet this need.

*(Use check boxes provided in items 6-11 if the information requested remains unchanged from the initial variance application.)*

- 6. Describe the renewal variance requested.**

☒ *Renewal variance is the same as the initial variance.*

The District continues to employ (1) FTE certified Librarian, one (1) FTE para-educator and utilizes and half time(.5) FTE community librarian to serve the needs of students and public alike. Services and plan remains constant and consistent to the initial variance.

- 7. Provide a statement of the mission and goals of this proposed renewal variance.**

☒ *Mission and goals are the same as the initial variance.*

A new Strategic Plan will be included, but the goals for this proposal renewal variance remain the same. We have not changed how we are reaching this goal.





**8. List specific measurable objectives that demonstrate the proposed renewal variance will meet or exceed the results under the current standard(s).**

☒ *Measurable objects are the same as the initial variance.*

The measurable objective remain the same. The only addition would be Goal #7 under Student Achievement: 7. Emphasize district resources to ensure that every student can read by 3rd grade with 80% or above Proficient. (Include Library Variance to enhance and compliment this goal.)

**9. What data or evidence will be gathered to document progress toward meeting the measurable objectives of the renewal variance?**

☒ *Data or evidence gathered in the same manner as the initial variance.*

The numbers have changed but the tool remains the same. (Current Data Included)

**10. In what way does this variance meet the specific needs of the students in the school(s)?**

☒ *The renewal variance will meet the specific needs of the students in the same manner as the initial variance.*

Remains the same. No Changes to how we meet student needs.

**11. Describe how and why the proposed variance would be:**

**a. Workable.**

☒ *Renewal variance is the same as the initial variance.*

We serve between 480-500 students a year. With 2.5 total FTE we are able to offer great service to our students in the library. We have used this system for years with minimal changes and it continues to work well for all students.

**b. Educationally sound.**

☒ *Renewal variance is the same as the initial variance.*

We serve between 480-500 students a year. With 2.5 total FTE we are able to offer great service to our students in the library. We have used this system for years with minimal changes and it continues to work well for all students.

**c. Where applicable, aligned with program standards under ARM 10.55.1101 through 10.55.2101.**

☒ *Renewal variance is the same as the initial variance.*

We will include our library standards that meet 10.55.1101 through 10.55.2101

**d. Where applicable, aligned with content standards under ARM Chapters 53 and 54.**

☒ *Renewal variance is the same as the initial variance.*

We will include our library standard that align with ARM Chapter 53 and 54.



**Required school district signatures:**

Board Chair Name: Peter Marr  
Board Chair Signature: [Signature] Date: 1-17-17  
Superintendent Name: Jason Sargent  
Superintendent Signature: [Signature] Date: 1/17/17

**Mail the signed form to:**

Accreditation and Educator Preparation Division  
Office of Public Instruction  
PO Box 202501  
Helena, MT 59620-2501

**OPI USE ONLY**

Superintendent of Public Instruction: [Signature] Date: 5/15/2017  
☒ Approve ☐ Disapprove  
Board of Public Education Chair: [Signature] Date: 5/11/17  
☒ Approve ☐ Disapprove



**NOTICE OF REGULAR BOARD MEETING**

Notice is hereby given to the governing Board and general public that a regular meeting of the Governing Board at 7:00 PM in the Middle School Building, Room #249. Following is the proposed agenda:

**Agenda Item Details**

Meeting	Jan 17, 2017 - REGULAR Board Meeting
Category	10. NEW BUSINESS
Subject	10.03 Library Variance to Standards Application
Access	Public
Type	Action
Preferred Date	Jan 17, 2017
Fiscal Impact	No
Recommended Action	RESOLVED: Approve the Variance to Standards Application -Renewal Application (every three years)

**Public Content**

Whereas: The library variance application was completed by Jason Sargent last week and needs to be board approved and submitted before March 1, 2017.  
Variances to Standards Application -Renewal Application (three years)

Jan. Library Variance Application.pdf (4,888 KB)

**Administrative Content****Board Actions on Resolutions**

Actions of the Board must be definitive. To avoid any misunderstanding, the following definitions for member action:

- **Adopt:** Approve resolution exactly as submitted to be implemented through the Board.
- **Adopt as Amended:** Approve resolution with additions, deletions, and/or substitutions to be implemented through the Board.
- **Not Adopt:** Defeat (or reject) the resolution in original or amended form.
- **Postpone:** Table action on original or amended resolution to a future meeting.

Board Action	Motion	Second	Aye	Nay	Abstain	Other
Posivio						
Evans						
Matt						
Gilleard						
Schock						

**Executive Content**

Posted in public and distributed to Governing Board Members three days before the Board Meeting.

## **BOARD OF TRUSTEES REGULAR BOARD MEETING**

**January 17<sup>th</sup>, 2017**

### **LOCATION: DISTRICT BOARD ROOM**

**BOARD MEMBERS IN ATTENDANCE:** Gene Posivio, Jeff Evans and Peter Matt. Brandon Gilleard and Ryan Schock were absent for the duration of meeting.

**GUESTS/STAFF:** District Clerk Adam Hawkaluk, Jason Sargent-Superintendent, Principals Tyler Arlint and Shawn Hendrickson. See sign in Sheet.

### **CALL TO ORDER**

#### **1.01-Pledge of Allegiance**

Board Chairman Peter Matt called the meeting to order at 7:00 PM and led the Pledge of Allegiance

#### **1.02- Roll Call**

Peter Mat acknowledged the presence of a Board Quorum with Brandon Gilleard and Jeff Evans being absent for the duration of the meeting.

### **APPROVAL OF AGENDA**

**3.01-Approval of Agenda-** Eugene Posivio motioned to approve the agenda. Jeff Evans seconded the motion which passed unanimously.

### **PUBLIC COMMENT**

#### **4.01 Procedure**

### **CONSENT AGENDA**

**5.04-Consent Agenda-**Eugene Posivio motioned to approve the Consent Agenda as presented. Jeff Evans seconded the motion which passed unanimously.

### **PRESENTATIONS:**

**6.01-Apptegy-** Matt Lyon presented the new website layout as well as the communication abilities of our new app.

### **NEW BUSINESS**

**10.01-Election Resolution-** Jeff Evans motioned to approve holding the Regular School Board Election by Mail Ballot on May 2, 2017. Eugene Posivio seconded the motion which passed unanimously.

**10.02-Board Governance and Financial Calendar-** Jeff Evans motioned to approve the Board Governance and Financial Calendar for 2017. Eugene Posivio seconded the Calendar which passed unanimously.

**10.03-Library Variance Standard-** Eugene Posivio motioned to approve the renewal of the Library Variance Standard Application for 3 years. Jeff Evans seconded the motion which passed unanimously.

**10.04-Open Negotiation for Administration:** - Superintendent Jason Sargent presented the board with the proposal to offer the Admin team \$500 Stipend amount and 1.5% increase in salary to align with the Certified staff as Admin did not negotiate terms the last 2 years. Counselor Shannon Redmond asked for clarification of who received the increase. District Clerk stated the employees who currently are on salary but are not part of the Certified Staff and then listed the employees. Jeff Evans asked how base salary compared to other districts with increase. Jason Sargent said it was considered low for a beginning salary but was in line as the experience increased. Stated how we had tenured teacher turn down principal position 2 years ago because they made more as a teacher. Jeff asked how to change that since Admin are now in place and we had the opportunity to get it in line for upcoming openings. Jason Sargent explained that would be best done during admin negotiations. Jeff asked if it was equal to 3% increase yearly on steps and lanes. District Clerk Adam Hawkaluk explained that each year or step was set up for a 3% increase just like certified staff, but Base Salary was chosen a few years ago and may need to be re-evaluated. Jeff Evans also discussed the opportunity to talk to principals in closed session during review even though the annual review and employment suggestion is given by Supt. Eugene Posivio motioned to approve the increase as presented. Jeff Evans seconded the motion which passed unanimously.

**10.05-Open Negotiations for Classified Staff-** Superintendent Sargent presented the board with the proposal to offer the Classified Staff a combination of the Certified Staff increase of \$500 Stipend, 1.5% increase and \$50/month toward insurance that they felt was in line with the positions. He reminded the board that past practice did not include a stipend for the Classified Staff as it was tied to language in the Master Agreement. Peter Matt asked if it was always a 1 time offer and past practice would be not relevant. Supt Sargent suggested that it would start a precedent for future negotiations. Jeff Evans asked if they had input on their negotiation or a committee. Supt Sargent said they took a survey and had many suggestions for consideration including language and money. Peter Matt asked when Holiday Pay for Classified could be rectified. Supt Sargent said that per Board Policy any Holiday that falls on a Sunday should not be paid as if it were on the following Monday. Board Policy was followed by District Office Staff and if it were to change going forward it would require a change in Board Policy. District Clerk Adam Hawkaluk commented that in his professional group in the state he had heard of 6 schools discussing the same issue, and 4 had the same policy as St. Ignatius. Jeff Evans motioned to approve an increase of 1.5% to the pay Scale and \$50 a month toward insurance. He also asked that we review the handbook and policy this spring. He suggested we discuss the sub rate as well. District Clerk Adam Hawkaluk reminded him that the Sub Rate was tied to the Certified Master Agreement and would have retirement/sick pay out financial increases as well. Eugene Posivio seconded the motion which passed unanimously.

**10.06-Resignation-** Jeff Evans motioned to approve the resignation of Aileen Plant after the 2016-2017 School year. Eugene Posivio seconded the motion which passed unanimously.

**10.07-Employment-** Eugene Posivio motioned to approve opening the following positions up for employment for the 2017-2018 School Year:

HS MATH 1 FTE

K-12 NAS 1 FTE

ART K-12 .5 FTE

**10.08-Employment-** Peter Matt started the discussion by asking if the District did any vetting or interview of the applicant. Principal Tyler Arlint said that on short notice they looked at past substitutes with experience and most had current employment, so they looked at current subs and then vetted in

house and transitioned to full time position. The staff felt comfortable with the move. Eugene Posivio motioned to approve the hiring. Jeff Evans seconded the motion which passed unanimously.

#### REPORTS

**11.01-Enrollment-** Supt Sargent presented the Enrollment Report for January at 502 Students. Up 5 from last year at the same time.

**11.02-Adminstration and Leadership-** Please see Board Packet for Reports.


#### NEW BUSINESS CONTINUED

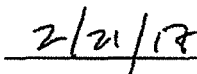
**12.01- Superintendent Contract-** Board Chairman Peter Matt announced Pursuant to 2-3-203 MCA, the individual's right to privacy exceeds the merits of public disclosure and moved to close the meeting at 8:11 PM. He reopened the meeting to the public at 8:48 pm.

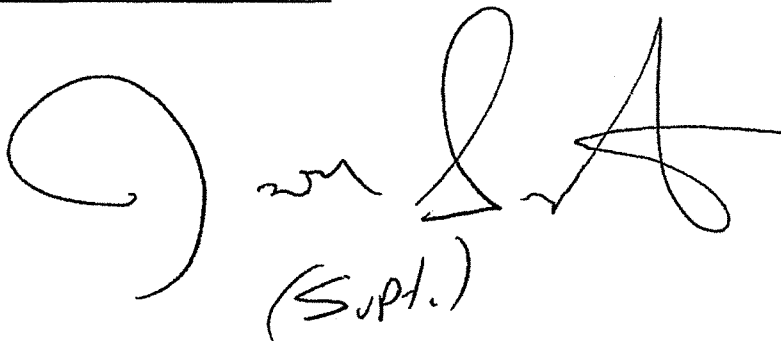
The board Agreed to offer Superintendent Jason Sargent a 2 year contract with a 5% increase in Year one and a 3% increase in year 2. Any increase in the Certified Staff negotiation would be commensurate.

Jeff Evans motioned to approve the offer. Eugene Posivio seconded the motion which passed unanimously.

  
District Clerk

  
Chair, Board of Trustees

  
2/21/18

  
(Supt.)



## NOTICE OF REGULAR BOARD MEETING

Notice is hereby given to the governing Board and general public that a regular meeting of the Governing Board at 7:00 PM in the Middle School Building, Room #249. Following is the proposed agenda:

**Agenda Item Details**

Meeting	May 04, 2016 - Special Board Meeting
Category	4. NEW BUSINESS
Subject	4.03 Personnel - Spanish
Access	Public
Type	Action
Fiscal Impact	Yes
Dollar Amount	23,996.62
Budgeted	Yes
Budget Source	General Fund
Recommended Action	Recommendation to fill .58 Spanish opening with Greg Arlint with a provisional license for the 2016 - 2017 School Year. If approved, he will be brought in as BA+2 (\$18,176.62) plus \$5820.00 for insurance.

**Public Content****Administrative Content****Board Actions on Resolutions**

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Board Action	Motion	Second	Aye	Nay	Abstain	Other
Posivio						
Evans						
Matt						
Gilleard						
Delgado						

**Executive Content**

*Lita Maw*  
Board Chair

*[Signature]*  
Superintendent

Posted in public and distributed to Governing Board Members three days before the Board Meeting.

## **BOARD OF TRUSTEES SPECIAL BOARD MEETING**

**MAY 4<sup>TH</sup>, 2016**

**LOCATION: DISTRICT BOARD ROOM**

**BOARD MEMBERS IN ATTENDANCE:** Frank Delgado, Gene Posivio, Jeff Evans, and Brandon Gilleard, Peter Matt.

**GUESTS/STAFF:** District Clerk Adam Hawkaluk, Jason Sargent-Superintendent, Principal Dan Durglo See sign in Sheet.

### **CALL TO ORDER**

#### **1.01-Pledge of Allegiance**

Board Chairman Gene Posivio called the meeting to order at 7:00PM and led the Pledge of Allegiance

#### **1.02- Roll Call**

Chairman Gene Posivio acknowledged the presence of a Board Quorum with all members present.

### **APPROVAL OF AGENDA**

**3.01-Approval of Agenda-** Brandon Gilleard motioned to approve the agenda as presented. Frank Delgado seconded the motion with passed unanimously.

### **NEW BUSINESS**

**4.01-Bond Update-**Supt Sargent commended the board for their support of the school with the choice to run the bond. The bond failed 64% to 36%. He said that they would need to discuss Bond options at the June Board retreat. Also need to prioritize building and grounds needs as well.

**4.02- Resignation-** Brandon Gilleard motioned to accept the resignation of Michelle Dean as 1<sup>st</sup> Grade teacher pending board of trustees accepting her employment in Cody, Wyoming. Jeff Evans 2<sup>nd</sup> the motion which passed unanimously.

**4.03-Personnel-Spanish-** Peter Matt asked if we paid Mileage Reimbursement for traveling between here and Arlee to provide split instruction. Supt Jason Sargent said we provide Insurance for the Employee because they would be over .5 FTE, so the employee is left to negotiate mileage with Arlee. Peter motioned to approve the recommendation of hiring Greg Arlint .58 Spanish BA+0 Step 2 for 2016-2017. Frank Delgado 2<sup>nd</sup> the motion which passed unanimously.

**4.04-Personnel-HS/MS Salish Teacher-** Jeff Evans motioned to approve opening the .3 FTE Salish HS/MS teaching position. Frank Delgado 2<sup>nd</sup> the motion which passed unanimously.

**4.05-HS/MS Mission Forward-** Supt Sargent presented opening a position for 1 FTE for HS/MS Mission Forward Online Coordinator/ISS/AD/Dean of Students. He discussed how creating 1 FTE would cover 3 positions that we have had hired out hourly in the past. Peter asked that if we open would that insinuate the person who works there as a classified now would get the position. Jason explained the policy to allow certified staff 5 days to apply for in-house positions. Then it would be up to current employee if they wanted to apply, but the job description would be refined from what it currently is. Jeff Evans motioned to approve the resolution. Frank 2<sup>nd</sup> the motion which passed unanimously.

**4.06-2 FTE Positions-ELEM-Supt Jason Sargent Presented 3 options for the board to choose from for filling current openings in the Elementary created by Michelle Dean resignation and Enrollment needs.**

Option 1- Cut Title 1 and fill open positions with 2 FTE Title Teacher- No new hires.


Option 2- Cut one Title 1 position and fill with 1 FTE Title Teacher and open 1 FTE Elem Position

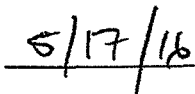
Option 3-Keep Title 1 intact and open 2 FTE Elem Positions.

Elementary Principal Dan Durglo presented his arguments for Option 3 stating he was discouraged we added 3 positions to the HS and would be cutting 2 more in the Elementary. Already have made a reduction of service to SPED program and now would make a reduction in Title 1, marking reduction in 2 highest priority areas. He doesn't recommend that class's k-2 have large enrollments per teacher. Peter Matt felt it was best to offer incoming students most opportunities or they would look elsewhere. Jeff Evans asked how Option 1 would affect Title 1 services. Dan said they would be eliminated. Brandon Gilleard stated he saw the same thing happen to his son in 7<sup>th</sup> grade regarding class size and he definitely felt some injustices occurred to students during that time. Supt Jason Sargent state that 1 position would be hired to cover Michelle Dean opening and the other would be offered for 1 year term because there was an opportunity to move a 2<sup>nd</sup> grade teacher down after the next year to cover needs. Jeff Evans wanted know how effective Title 1 would be with 1 teacher. Dan Durglo said it went from 3 to 2 FTE and it is a tight schedule now. Would be impossible with 1 FTE. Brandon Gilleard motioned to approve Option 3 and recommend opening 2 FTE positions for the Elementary. Frank Delgado 2<sup>nd</sup> the motion which passed 4-1. Jeff Evans was the dissenting vote.

**5.01 Adjournment-** Board Chair Eugene Posivio adjourned the meeting at 7:35 PM.

  
District Clerk

  
Chair, Board of Trustees

  
5/17/16

